



Job Announcement

Vallejo Housing Justice Coalition Organizer

About Urban Habitat and the Vallejo Housing Justice Coalition

Founded in 1989, Urban Habitat brings race and class to the forefront of transportation, land use, and housing policies to create a Bay Area where low-income people of color can live in just and connected neighborhoods. We partner with local organizations to win equitable policies and build power so low-income people of color can thrive and prosper in their communities. We are a small and nimble organization that helps build movement infrastructure for transformative change that addresses structural inequities impacting historically disenfranchised communities.

The Vallejo Housing Justice Coalition (VHJC) is a project of Urban Habitat, launched in 2019. VHJC believes that housing is a human right. We envision a city with housing that is affordable and reflects the needs, diversity and culture of our community. We fight for housing justice across race, culture, age and sexual orientation. We prioritize the voices of the communities most directly impacted by harmful housing policies that have displaced and uprooted families here in Vallejo.

Position Overview

This position will provide organizing support for Vallejo residents and coordinate efforts to build a strong presence in the community through organizing directly with low-income renters of Vallejo. The VHJC Organizer will work with the Senior Vallejo Organizer as well as Urban Habitat's Director of Housing Justice. The position will be heavily involved in community organizing fundamentals through various outreach activities, such as tabling at community events, door knocking, 1-1's, phone banking, assisting with workshops and meetings as well as working with regional coalitions and partners.

Summary of Duties/Responsibilities

This position is 60% time (24 hours/week). Primary responsibilities include:

Direct outreach with tenants (50%)

- Do tenant outreach, conduct one-on-ones with residents to identify leaders and campaign issues.
- Prepare, do outreach and promotion, and assist the Senior Organizer to conduct workshops on tenant rights, eviction defense, and related topics for Vallejo tenants.
- Help prepare and co-facilitate host leadership development trainings on political education, skills development, campaign planning, etc. with identified resident leaders
- Help identify and recruit resident leaders to join the steering committee, and coordinate monthly steering committee meetings

Support with coalitions and other organizations (25%)

- Support the Vallejo Community Land Trust (VCLT) in partnership with BARHII, regional health systems, and the Northern California Land Trust. This could include: support existing VLCT selection committee; outreach to add new members that reflect the diversity of Vallejo renters, with a special emphasis on the most impacted communities; and support the values identified by the community during acquisition and buyer selection process.
- Participate in other coalition spaces for assemblies and trainings, including Regional Tenant Organizing (RTO), Homes for All California (HFA CA), and possibly others.

Digital content (25%)

- Help update organizational digital infrastructure and create digital content, including support with VHJC website, email blasts, social media, database updates, etc.

Summary of Qualifications

- **Education and Training:** Bachelor's degree in urban planning, urban studies, environmental studies, economics, public policy, or equivalent experience such as policy advocacy or organizing preferred. Candidates who have received a High School diploma/GED with some college coursework (current or past) are also encouraged to apply.
- **Work Experience:** At least two (2) years of verifiable experience (paid or unpaid) in community organizing, worker organizing, tenant organizing, or related organizing experience.
- **Specific Skills/Subject Knowledge:**
 - Demonstrated experience developing and leading successful organizing and/or policy advocacy campaigns and/or programs focused on environmental, social, and/or economic justice.
 - Demonstrated experience working with and building coalitions in low-income communities of color.
 - Knowledge of and/or interest in affordable housing policies and land use planning, including: tenant protections, zoning, affordable housing preservation strategies, alternative land models such as community land trusts, and identified environmentally impacted communities.
- **Additional Qualities Candidate Should Possess:**
 - Understanding of environmental, social, and economic justice issues and a demonstrated commitment to positively impact low-income communities and communities of color.
 - A commitment to prioritize the most impacted BIPOC communities first and to use and sharpen a critical racial lens that is integral to the work to reflect both respect and cultural competence within the diverse community of Vallejo.
 - Excellent oral and written communication skills.

- Organized and detail-oriented. Takes initiative, is creative and resourceful.
- Ability to effectively manage multiple projects and work well under tight deadlines.
- Computer skills with proficiency in Microsoft Office.
- Bilingual Spanish/English preferred

Characteristics of the Position

- Requires some evening and weekend activities. These may include, but are not limited to, meetings and workshops.
- Part-time, up to 24 hours/week.
- This position is 100% remote, with full access to the Urban Habitat office and facilities at 2000 Franklin Street in downtown Oakland.
- This is an on-the-ground organizing position so you must reside in the Bay Area.
- It is Urban Habitat's policy that all staff be fully vaccinated before hire (there are exceptions for certain medical or religious reasons).

Compensation

This is a part-time, nonexempt position at 60% full time equivalent (FTE). The salary for this position is about \$27/hour, depending on experience, with full medical, dental, and vision benefits with employee premiums paid 100% by Urban Habitat (based on Kaiser rates). We offer generous paid vacation and holiday leave, as well as monthly public transportation and personal wellness stipends, which will be prorated accordingly.

How to Apply

Please email a cover letter and resume to vhjc.info@gmail.com.

Applications will be reviewed on a rolling basis; the application period closes January 31.

Equal Opportunity Statement

Urban Habitat is an equal opportunity employer and does not discriminate on the basis of race, sex, religion, national origin, gender identity or expression, sexual orientation, disability, age, or any other category protected by local, state, or federal laws. We are committed to building a diverse, equitable, and inclusive staff team. We strongly encourage applicants who are people of color, LGBTQ, women, trans and gender non-conforming people, people with disabilities; and/or formerly incarcerated people.